

MINUTES OF A MEETING OF THE UNIVERSITY SENATE  
March 12, 1965

The University Senate met at 2 pm, Friday, March 12, 1965, Acting President Colclough presiding. On motion seconded, and passed, Mr. Reesing requested that the minutes of the previous meeting be amended as follows: "Delete the second and third sentences in paragraph ~~two~~<sup>one</sup>, page two, regarding the report of the University Objectives Committee and substitute the following:

"He indicated the purpose of the Committee at this time is to begin discussions of a report, 'Basic Considerations Underlying Academic Planning' which had recently been completed by a subcommittee of the University's Academic Policy Committee and which had just been made available to the members of the Senate Committee."

On motion, seconded and passed the minutes were then approved as amended.

The second item on the agenda, "Election of a Committee to nominate the Executive Committee for the academic year 1965/66" was then considered. Mr. Kraus, Chairman of the Executive Committee presented the following suggested slate for this committee:

Mr. P. A. Crafton	-	School of Engineering
Mr. H. H. Hobbs	-	Columbian College
Mr. C. R. Naeser	-	Columbian College
Mr. D. E. Seidelson	-	Law School
Mr. C. S. Wise	-	Medical School

After short discussion and on motion, seconded and passed, the above slate was approved.

The third item on the agenda - Preliminary Report from the Sub-Committee on Retirement - was presented by Mr. Everett Johnson, Chairman. He stated that the appropriate age for retirement from college or university teaching has been the main topic of discussion for the Committee this year. The Chairman enumerated the many interrelated and contradictory factors which must be considered and presented a seven-point proposal to the Senate for its consideration. After general discussion, and upon the suggestion of the Presiding Officer, motion was made that the report be "received and that it be referred to those other committees of the Senate that have an interest in the matters related therein, and to the faculties of the schools and colleges for their opinion, then returned to the Senate for further discussion." The motion was seconded and passed. The full text of the preliminary report is appended to these minutes.

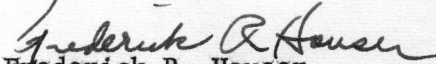
The fourth item on the agenda - Remarks from the Chairman of the Committee on Faculty Performance - was then taken up by Mr. Naeser, Chairman. He presented some criteria which might be established for the various academic ranks from Instructor through Professor. Thus an Instructor should be expected to have a Master's degree or an appropriate degree in his graduate professional field, and give promise of good teaching. An Assistant Professor should have a Ph.D. or other appropriate graduate degree in his professional field, show evidence of good teaching, some evidence of administrative competence and/or public service in his field. An Associate Professor should, in addition to a Ph.D., have demonstrated effectiveness as a teacher, should have done some research in his field, given evidence of administrative competence and achieved some standing in the faculty in his field. He should have also received recognition from other schools in terms of visiting lectureships, etc. A Professor should have all of the criteria suggested for the Associate Professor, plus some achievement of national eminence in his own

professional field. Secondly, it was the Committee's view that some kind of ratio be established between teaching loads and supervision of graduate work. This was necessary in view of the rapid growth of graduate programs both on the Master's and Doctors' level, and corresponding sharp increase in the burdens of administering the programs. After a general discussion of these points, the Presiding Officer thanked Mr. Naeser for his remarks.

The Chairman of the Committee on Administrative Matters, Miss St. Cyr, spoke next. She gave a brief resume of some matters which had particularly concerned her committee. Multiple assignments as they affect the faculty were seen as one problem. The Committee plans to ask for clarification and recognition of services to various divisions of the University. Another question to which the Committee had given consideration was the need for an orientation program and of a new handbook for new members of the faculty. The Acting President, in thanking Miss St. Cyr for her remarks said the Senate would look forward to the Committee's final report on these matters.

Mr. Kraus, Chairman of the Executive Committee then addressed himself to some items of Senate business. He moved that, by mutual agreement, Mr. Hobbs take the place of Mr. Finan as Chairman of the Educational Policy Committee for the current semester, a function he had already been good enough to perform during the first semester in view of Mr. Finan's other responsibilities. The motion was seconded and passed and Mr. Hobbs was confirmed in this position. Mr. Kraus then expressed the congratulations of the Senate to Mrs. Helen Jakobson who had just been awarded the National Foreign Language Achievement Award by the National Federation of Modern Language Teachers Associations for the exceptional services she has rendered over the years to the study and teaching of modern foreign languages. Mr. Kraus then brought to the attention of the faculty the recent controversy regarding the granting of tenure to a faculty member of Yale University, since the Bernstein case had involved a number of generally significant problems to which he wished to direct the Senate's attention. A short discussion of this matter ensued.

In the absence of further new business, the meeting was adjourned at 3:30 p.m.

  
Frederick R. Houser,  
Secretary  
The University Senate



NATIONAL FEDERATION OF MODERN LANGUAGE TEACHERS ASSOCIATIONS

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SECRETARY-TREASURER

J. ALAN PFEFFER  
UNIVERSITY OF PITTSBURGH  
PITTSBURGH, PA. 15213

February 23, 1965

Professor Helen Bates Yakobson  
Department of Slavic Languages  
and Literatures  
George Washington University  
Washington, D.C. 20006

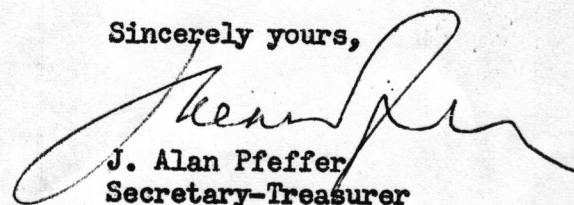
Dear Professor Yakobson:

It is a great pleasure to inform you officially that the Executive Committee of the National Federation of Modern Language Teachers Associations, at its annual meeting on December 29, 1964, has voted unanimously to confer upon you the National Foreign Language Achievement Award in recognition of the exceptional services you have rendered over the years to the study and teaching of modern foreign languages.

In testimony thereof a diploma, bearing the seal of the Federation and the signatures of its officers, will reach you in the near future.

Please accept my sincere personal congratulations and best wishes for many more years of creativity and satisfying labors on behalf of the profession.

Sincerely yours,

  
J. Alan Pfeffer  
Secretary-Treasurer

JAP:us

cc: Pres. Shaw

Vice-Pres. Hildebran

The NATIONAL FEDERATION OF MODERN LANGUAGE TEACHERS ASSOCIATIONS, a non-profit educational organization, consists of eleven national, regional, and state associations of modern foreign language teachers. It has no individual members. Its purpose is to expand and improve the teaching of modern foreign languages in the United States. It was organized in 1916, at the request of the American Council on Education, the only national agency devoted exclusively to the general interests of modern foreign language teaching in the United States. The affairs of the FEDERATION are conducted by an Executive Committee elected by the constituent member associations, which meets annually in conjunction with the annual meeting of THE MODERN LANGUAGE JOURNAL. The FEDERATION was incorporated under the laws of the District of Columbia in 1951. The 1964

TO: Wolfgang H. Kraus, Chairman, Executive Committee, University Senate  
FROM: Everett H. Johnson, Chairman, Sub-committee on Retirement  
RE: *E.H.J.* Proposal regarding retirement age.

The appropriate age for retirement from college or university teaching has been the main topic of discussion for our committee this year. A decision as to when retirement should take place is most difficult to obtain because of individual preferences and needs, plus the many inter-related and sometimes contradictory factors which must be considered -- e.g.,

- 1) The increasing length of life and retention of competence to an advanced age,
- 2) The trend in non-academic circles to lower retirement age,
- 3) The apparent trend in colleges and universities to raise the mandatory retirement age,
- 4) The policy of adhering to the 70 year retirement age now prevalent among Federal Government agencies -- a particularly relevant factor in this area, }
- 5) The prospective level of retirement income in relation to post-retirement living costs, and
- 6) The difficulty of establishing and applying general policies and rules to the widely diversified individual cases which arise.

With respect to #3, a recently completed study\* of those institutions which have TIAA-CREF plans shows that the per cent of schools with mandatory retirement at age 65 has steadily declined, from 20.6% in 1940 to 6.3% in 1964. On the other hand, those schools with stated normal retirement age of 65, but permitting extension of service to age 70, has increased from 12.2% to 45.2% in the same period. The number of institutions with stated normal retirement age of 65 has risen faster than the number adopting the TIAA plans from 1940 to 1964 -- 391% as compared to 253% -- but the increase in number of plans which permit extension from 65 to 70 has far exceeded these rates. The increase in this latter category is over 1200%.

These data might be interpreted to indicate a progressive shifting in the retirement pattern. Formerly, normal retirement at 65 was the prevailing pattern, with relatively few extensions, whereas now the exact reverse is true -- relatively few retirements at 65, and normal expectation of extensions up to 70 years. In the light of these data and other factors, this committee wishes to present the following seven point proposal to the Senate for its consideration:

\* Tabulation of pertinent data from this study is appended hereto.



- 1) The mandatory retirement age be raised from 65 to 70,
- 2) Persons over 65 shall not be eligible to hold departmental chairmanships,
- 3) Voluntary retirement at any age from 65 to 70 be permitted, with retiree entitled to all of the benefits and perquisites applicable to other retirees,
- 4) Upon mutual agreement it shall be possible to arrange for limited or part-time service during the period from age 65 to 70, as individual situations indicate,
- 5) Forced retirement before age 70 shall be possible, but only in justified cases,
- 6) TIAA-CREF contracts be left as at present, with University contribution ceasing after age 65 and optional extension on part of faculty member,
- 7) Extension of major medical and group life insurance to date of retirement. (The savings effected by discontinuance of TIAA payments at 65 would meet added cost to the University of this provision.)

March 12, 1965

The following tabulations are based on the data of the preceding table.

### Growth Indexes by Normal Retirement Age

	<u>1940</u>	<u>1950</u>	<u>1960</u>	<u>1964</u>
Total Number of Plans	100	194	269	353
Plans with Normal Age of 65	100	225	365	491
" " " " " , no ext	100	172	92	108
" " " " " , ext to 70	100	417	952	1313
" " " " " , ext allowed	100	168	293	393
" " " " " , all ext.	100	223	460	629
(last line weighted average at 2 preceding)				

### Percent Distribution of Plans with Normal Retirement age of 65

	<u>1940</u>	<u>1950</u>	<u>1960</u>	<u>1964</u>
Age 65, ext to 70	22.5%	41.7%	58.9%	60.3%
65, ext allowed	<u>39.2</u>	<u>29.1</u>	<u>31.5</u>	<u>31.3</u>
65, all extensions	71.7	70.8	90.4	91.6
65, no ext	<u>38.2</u>	<u>29.1</u>	<u>9.7</u>	<u>8.4</u>
Total, for age 65	100	100	100	100
% of All Plans	54.0	62.8	73.1	75.0



The following statistics are based on an article entitled "Trends in Retirement Planning, TIAA-CREF, 1940 to 1964" by Francis P King (research officer for TIAA), AAUP Bulletin, December 1964, pp 342-6

Retirement Age for Faculty in TIAA-CREF College and University Retirement Plans, 1940 to 1964

	1940 Jan 1		1950 Jan 1		1960 July 1		1964 Oct 1	
	#	%	#	%	#	%	#	%
Age 65, no ext	39	20.6	67	18.3	36	7.1	42	6.3
, ext to 70	23	12.2	96	26.2	219	43.0	302	45.2
, ext allowed	40	21.2	67	18.3	117	23.0	157	23.5
Age 66-69, no ext	14	7.4	23	6.3	10	2.0	17	2.5
66-70, ext allowed	18	9.5	39	10.7	91	17.9	85	12.7
Age 70, no ext	32	16.9	46	12.5	27	5.3	58	8.7
Other	<u>23</u>	<u>12.2</u>	<u>28</u>	<u>7.7</u>	<u>9</u>	<u>1.7</u>	<u>7</u>	<u>1.1</u>
	189	100	366	100	509	100	668	100